



The Status of Women in Frederick County April, 2009

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Overview

I am honored to have the opportunity to introduce the Frederick County Commission for Women's (FCCFW) inaugural edition of their "Status of Women in Frederick County" report. This report, once just an ambitious vision, is the result of the hard work of countless people.

Since 1992, the FCCFW and its many Commissioners have worked to fulfill the mission of furthering women's issues in Frederick County in a variety of ways. As a result, today the FCCFW continues to command respect, fulfills an important role, and is considered a productive and successful force in Frederick County.

This report is yet another example of how the FCCFW takes its role seriously and now, more than ever, understands the need to continue to showcase the role of women in today's society. The issues facing women impact every aspect of our community, from the health and wellbeing of its children, to its economic vitality and sustainability. The accumulation of statistical data is an important tool in comparing the progress of the women of Frederick County as compared to the United States as a whole. From data, ideas are born. Information is empowering and in many cases, surprising.

As you analyze the information in this report you will come to your own conclusions about how serious the role of the Commission continues to be. My personal analysis of the data confirms the fact that women have made great strides here in Frederick County in careers in education, healthcare, and law.

However, my personal belief is that many professional women chose careers locally to accommodate family needs and child care concerns and forego higher paying, "partner" track or managerial opportunities in Washington, D.C. or Baltimore. I suspect many bedroom communities across the country have experienced similar trends.

Another troubling statistic is the persistent inequity in pay. As you see from the statistics, pay inequity begins the day your daughter graduates from high school, and continues to get worse, even with advanced degrees. Even more troubling are the statistics on poverty, where almost twice as many women live in poverty than men. Delegate Sue Hecht has the right advice . . . get more women elected to office and these issues will get the attention they deserve.

I hope that this report inspires you to get involved, to educate yourself about issues, and to take a next step. We have a lot to be proud of here in Frederick County, but we also have a lot of work to do. On behalf of countless women and families, thanks to all of you who took the time and gave the effort to complete this important work.

Darby Jones

President, Frederick County Commission For Women, 2004-2007

❖ State of Maryland vs. Frederick County Statistics

- Frederick County's population as of 2006 is estimated to be around 223,000 of which approximately 51% are women. This mirrors the state, where women make up about 52% of the population of 5.6 million.
- From April, 2000 to July, 2006, the population in Frederick increased 14% compared to 6% statewide.
- In 2006, about 10% of the population in Frederick County was age 65 and older; in the state, about 12% were in this age group.
- In 2002, approximately 25% of businesses in Frederick County were women-owned; in Maryland 31% of businesses were women-owned.
- Seniors age 65 years and older:
 - In Frederick County, 10 % of women are 65 years and older while men in this age bracket represent 8% of the county.
 - In Maryland, 13% of women are 65 years and older versus 10% of men.
- Population by ethnicity:
 - Frederick has a majority-white population with 86% white. This compares with a 67% white population in Maryland.

Sources

U. S. Census Bureau 2006 American Community Survey; QuickFacts using American FactFinder; <http://factfinder.census.gov>; Aug. 26, 2008

U. S. Census Bureau 2006 American Community Survey; Table S0101 using American FactFinder; <http://factfinder.census.gov>; Aug. 26, 2008

❖ Women and the Economy

OVERVIEW: Laurie Boyer, Executive Director of the Frederick County Office of Economic Development.

Question 1. Are you satisfied with the status of women in your field? Why or why not?

Ms. Boyer: I think that in Frederick County, regionally, and across the country, we're seeing women taking a more active role in higher management and CEO positions than ever before. There are quite a few influential women leaders here in Frederick County. There's certainly room for more advancement, but in the last 10 to 20 years we've seen a great increase in the number of women in positions of power here in Frederick County.

Follow-up question: Will the current economic downturn have more of an impact on women than on men?

Ms. Boyer: I'm not sure it will be gender-based. It will depend a lot on how a household is currently running. For example, we may find if a male head of household is laid off from a construction job, the woman may become the bread winner working in an industry such as health care. It'll be interesting to see if that plays out.

The economy could affect the status of women overall. We have seen some shifts in the traditional family set-up, where women are earning more, and men become the primary care-giver for children. It will be interesting to see if the economic downturn increases the number of male care-givers.

Question 2. What would help women to advance in their business and career?

Ms. Boyer: Confidence is a big thing. Due to tradition and the media, women still believe they don't have the right or ability to be in leadership roles. Instilling confidence in women's abilities and skills will go a long ways towards helping them to gain more responsibilities. Many women still believe a man should be in charge.

Follow-up question: Do women gain more confidence in themselves by taking an active role in women's organizations?

Ms. Boyer: Some women will constantly feel challenged about their abilities due to body image or other causes. In women's organizations they may feel more confident in themselves and that can translate into the business world.

Question 3. What would you tell your 20-year-old self just getting started in business and a career?

Ms. Boyer: Don't take criticisms personally. Every day is a new learning experience; don't rule out anyone as a potential teacher or someone you can learn from. Believe in yourself.

Follow-up question: Do you see younger women as having more confidence than women in their 50's or 60's?

Ms. Boyer: I think so. I'm in my early 40s and I think we felt we had a right to a college education. We assumed we had the right to a career and a family. Many women in their 20s and 30s were also raised by "super moms" who had a career, and their daughters see women having a career and raising a family and they know it can be done, so they assume they'll succeed and be leaders in the community.

However, we may go through cycles, where women see how burned out their mothers were, and have no desire for that kind of lifestyle. They may want to marry and have the man take care of them.

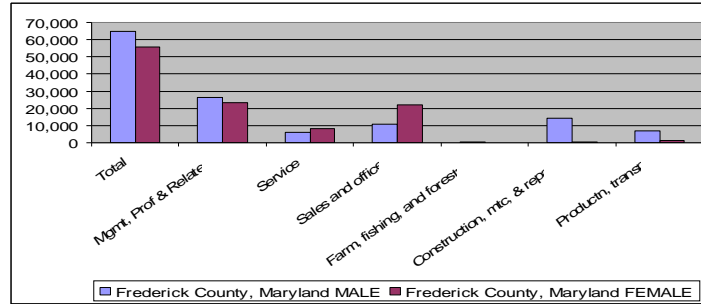
Question 4. What do you see for the future of women in business and careers?

Ms. Boyer: We'll continue to see women take on increasingly more important roles in business and elsewhere, such as politics. Women will finally come into their own. Women today are told they can do anything and they'll finally put that into practice. It will become the norm to have 50 percent of women as CEOs. Women will see themselves as capable and want to take on those roles. My outlook for women is very optimistic.

Women and the Economy Statistics

➤ Business and Careers

- In 2006, of the civilian employed population over 16 years of age, about 46% were women. Women represented:
 - 34% of management occupations
 - 50% of business and financial operations occupations
 - 53% of professional-related positions.
- In the Service occupations, women represented 57% of the workforce.
 - Women were 68% of sales and office occupations
 - 25% of farming, fishing, and forestry
 - 16% of production, transportation, and material moving
 - 3% of construction, extraction, maintenance, and repair
- The majority of professional occupations for women were in the social service, care-giving and education areas. Included in the professional and related occupations category we find:
 - 80% of jobs in education, training and library
 - 80% in healthcare practitioner and technical
 - 67% in community and social service
 - 65% in legal occupations
 - 38% in arts, design, entertainment, sports, and media
 - 38% in life, physical and social science
 - 26% in computer and mathematical and
 - 8% in architectural and engineering
- The majority of women service occupations were also in the social service and care-giving areas. Included in the service occupations category were:
 - 92% healthcare support occupations
 - 79% office and administrative support
 - 77% personal care and service occupations

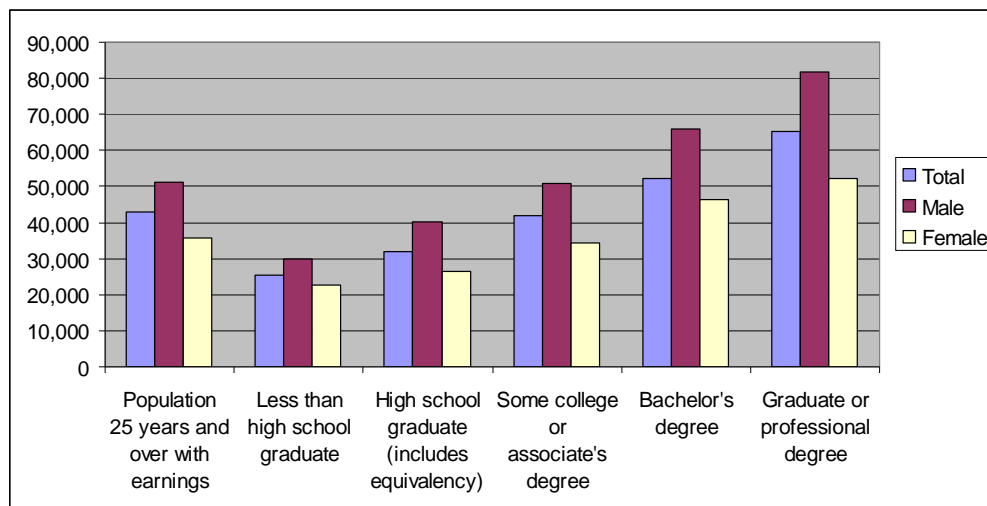


➤ Households

- In 2006, there were almost 7,800 female households where no spouse was present. This is about 32% higher than male households where no spouse is present.

➤ Wages

- Looking at 2006 wages for people aged 16 and older, 51% of women earned more than \$30,000 in the 12 month period compared to 69% of men.
- In this period, 14% of women earned more than \$65,000, while 20% of men were in this income bracket.
- Women consistently earn less than men regardless of educational level. The gap in wages is actually highest where educational attainment is highest.

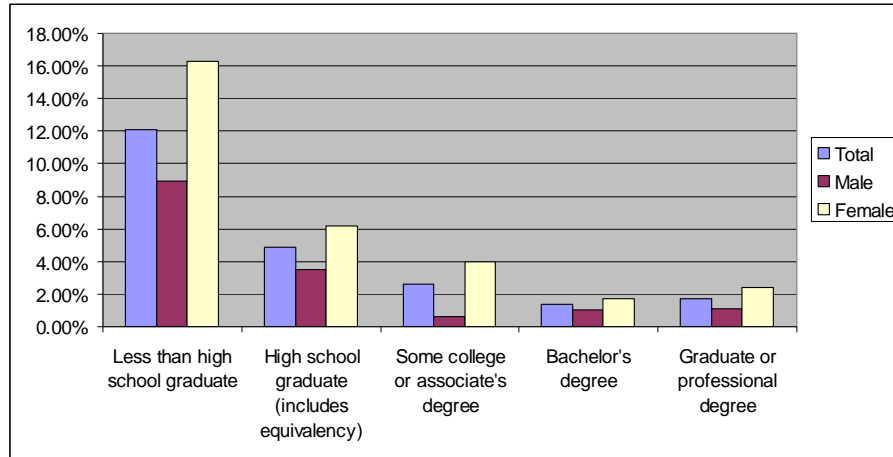


**MEDIAN EARNINGS IN THE PAST 12 MONTHS
(IN 2006 INFLATION-ADJUSTED DOLLARS)**

➤ Poverty

- In 2006, 4.2% of women were below the poverty level compared to 3.6% of men.
- Of the unemployed civilian labor force over 16 years of age, 8.9% of women were living below poverty level in 2006 compared to 5.6% of men. [ACS 2006 S1701]

- There are a higher percent of women living in poverty regardless of educational level. Generally, the less education, the bigger the gap in poverty rate between men and women. [ACS 2006 S1501]



Sources

U. S. Census Bureau 2006 American Community Survey; Table S2401 using American FactFinder; <http://factfinder.census.gov>; accessed on Aug. 26, 2008

U. S. Census Bureau 2006 American Community Survey; Table B11001 using American FactFinder; <http://factfinder.census.gov>; Aug. 26, 2008

U. S. Census Bureau 2006 American Community Survey; Table B20001 using American FactFinder; <http://factfinder.census.gov>; Aug. 26, 2008

U. S. Census Bureau 2006 American Community Survey; Table S1501 using American FactFinder; <http://factfinder.census.gov>; Aug. 26, 2008

U. S. Census Bureau 2006 American Community Survey; Table S1701 using American FactFinder; <http://factfinder.census.gov>; Aug. 26, 2008

❖ Women and Education

OVERVIEW: Dr. Carol Eaton, President of Frederick Community College

Question 1. Are you satisfied with the status of women in your field? Why or why not?

Dr. Eaton: I am very satisfied with the status of women in my field. My point of reference is the number of female community college presidents in Maryland - or even nationwide. Here in Maryland, eight of the 16 presidents are female. Nationwide the percentage is about 45% - so we very well represented. Of course, along with the position comes a great deal of respect so I feel very good about our role.

Question 2. What would help women advance in your field?

Dr. Eaton: In order for women to advance in higher education in general, they first need to have the appropriate advanced degree. If that is accomplished, women are given the same opportunities as men (in my experience).

Question 3. What would you tell your 20-year-old self getting started in your field?

Dr. Eaton: As a 20 year old, I was only thinking of a classroom teaching position. I would still tell a 20-year old woman that teaching is an excellent choice. I would encourage her to consider going into administration if that is a desire.

Question 4. What do you see for the future of women in this field?

Dr. Eaton: I see only good things for women in the education field and in the leadership field. There were barriers to the upper administration areas in the past, but we truly have moved beyond those stereotypes.

OVERVIEW: Dr. Linda Burgee, Superintendent of Frederick Co. Public Schools

Question 1. Are you satisfied with the status of women in your field? Why or why not?

Dr. Burgee: Yes, I am very satisfied with the current status of women in education. In the last decade, we reached parity in leadership positions, and in many cases women far outnumber men in leadership positions. Maryland has had a female Superintendent of Schools, Dr. Nancy Grasmick, for over a decade. Frederick Community College has a female president. In Frederick County Public Schools, two-thirds of the top educational leaders are women.

Question 2. What would help women advance in your field?

Dr. Burgee: I believe both women and men advance in education when they have received the degrees, professional certificates, experience, and the mentoring they need to be a successful educational leader. Because two-thirds of the educational leaders in FCPS are women, young women seeking to advance have numerous opportunities for mentoring and advisement. In addition, most school systems, including FCPS, provide tuition assistance to teachers to attain a Masters or other advanced degrees that are needed to achieve the professional certificates needed for leadership positions.

Question 3. What would you tell your 20-year-old self getting started in your field?

Dr. Burgee: I would tell myself to follow the same path but also embrace change and try as many experiences as possible:

- Set goals and seek mentors to help you achieve those goals; adjust, but never give up
- Have sufficient teaching experience to develop the curriculum and instruction experience needed for educational leadership
- Maintain a balance between work, family and other interests
- Don't shy away from expanding your experiences beyond educational settings; leadership skills can be honed in a number of professions
- Embrace change and don't be afraid to try numerous positions within the school system to learn the many components of a strong educational system. Work at both elementary and secondary levels. Work in departments such as curriculum, technology, staff development, and human resources
- Earn a Master's and Doctorate to prepare for opportunities in the future
- Become active in the community and be an advocate for public education at every opportunity

Question 4. What do you see for the future of women in this field?

Dr. Burgee: The future is very bright for women in all aspects of education, from school leadership, to executive director, to superintendent. I strongly encourage women to become professionals and leaders in education. We need a strong public education system in our county and there is no greater profession for women to make a lasting difference in the lives of children and the community.

Women and Education Statistics

➤ **High School Graduation**

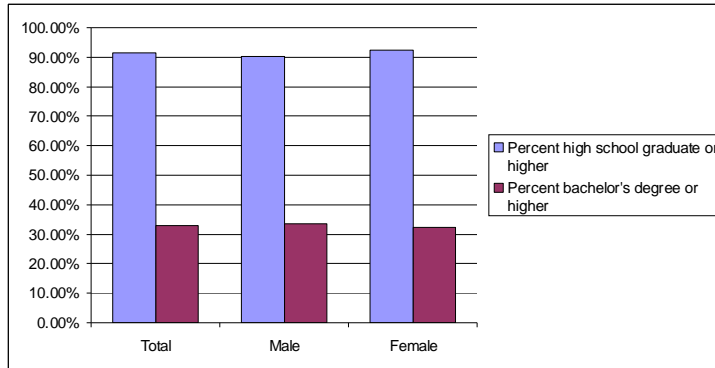
- 88% of the population 18 to 24 years has a high school education or higher. For women in this category, 94% have a high school education or higher compared to 83% of men.
- Of those aged 25 years and over, 91% have a high school education or higher. For women in this category, 93% have a high school education compared to 90% of men.

➤ **College or Graduate School Enrollment**

- Of the population aged 18 years and over, 9.2% are enrolled in college or graduate school. For women in this category, 11% are enrolled and for men, 7%.
- Of the population between 18 and 24, 38% are enrolled in college or graduate school. For women in this category, 50% are enrolled and for men the figure is 27%.

➤ **College Degree**

- Women 18 years and older have a slightly higher high school graduation rate than men, but their percent of Bachelor, Graduate and professional degrees is slightly lower than that of men.
 - 91% of the total population - 18 years of age and over are high school graduates.
 - 93% have graduated from high school compared to 90% of men.
 - Of the total population over 18 years of age, 33% have a Bachelor's degree or higher, 32% of women in this category have a Bachelor's degree or higher compared to 34% of men.
- Of the population 25 years and over, 8% have an Associate's degree, 18% have a Bachelor's degree and 13% have a Graduate or professionals degree.
 - For women in this age group, 9% have an associates degree compared to 7% of men
 - 20% of women have a Bachelor's degree compared to 19% of men.
 - 12% have a Graduate or professional degree compared to 15% of men.



➤ Frederick County Public Schools

- In FCPS, the first female superintendent was named in 2004 and recently reappointed for another 4 year term.
- In the superintendent's cabinet, 5 out of 8 members (associate superintendents and executive directors) are female.
- Of the elementary principals, 23 are female and 9 are male.
- Of the secondary principals, 15 are female and 10 are male.
- 76% of teachers in the Frederick County Public schools are women.

➤ Frederick Community College

- The Office of Institutional Research at Frederick Community College reports that as of September, 2008, women hold:
 - 46% of executive positions
 - 60% of faculty positions
 - 84% of professional positions and
 - 96% of clerical positions.
 - 46% of technical positions
- Women also have a record of leading Frederick Community College. Dr. Patricia Stanley served 1998-2005 and Dr. Carol Eaton has served from 2005-present.

Frederick Community College Full-Time Employees by Categories As of September 30, 2008

Job Category	Men	Women	Total
Executive/Administrative/Managerial	21 (54%)	18 (46%)	39
Faculty	38 (40%)	56 (60%)	94
Professional	8 (16%)	43 (84%)	51
Clerical/Secretarial	3 (4%)	69 (96%)	72
Technical/paraprofessional	19 (54%)	16 (46%)	35
Skilled Craft	8 (89%)	1 (11%)	9

Service/Maintenance	23 (77%)	7 (23%)	30
			330

❖ Women and the Law

OVERVIEW: The Honorable Theresa M. Adams, Judge, Circuit Court for Frederick County

Question 1. Are you satisfied with the status of women in your field? Why or why not?

Judge Adams: I am satisfied with the status of women in the field of law. I am also impressed with the status of women judges in Maryland. I find that they have leadership positions in the judiciary. They are also well respected as having an impact with their decisions and guidance on judiciary functions (such as the Foster Care Court Improvement Project, which I am a member of, which strives to assure child welfare is safeguarded in Court proceedings).

Question 2. What would help women to advance in their law career?

Judge Adams: More mentors who could help women navigate the practice of law and provide support, especially in the area of balancing work with family demands. I also think employers have to be more aware of family demands, but I think this has improved greatly since I began my career in law.

Question 3. What would you tell your 20-year-old self just getting started in the legal field?

Judge Adams: I would encourage 20-year-old women to consider law as a career. I think there are great opportunities for women in law to fashion their own work schedules, choose an area of practice from among many options, make choices about colleagues (e.g., big firm vs. small practice), etc. There are so many options and fascinating subject matters.

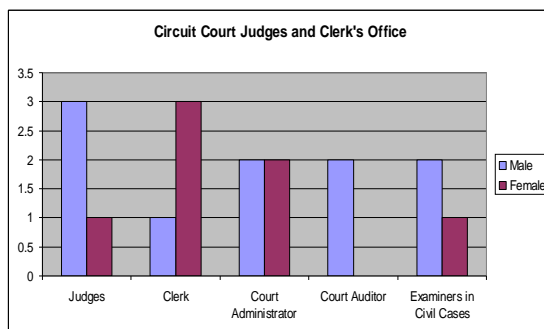
Question 4. What do you see for the future of women and the law?

Judge Adams: I believe the involvement of women in law will continue to grow. Frederick County has a great bar association in which women are very active and occupy leadership roles. Women in the Frederick County bar are very supportive of each other. Also, I think attorneys who hire women attorneys in this community are very aware of the demands of family and support their employees/associates.

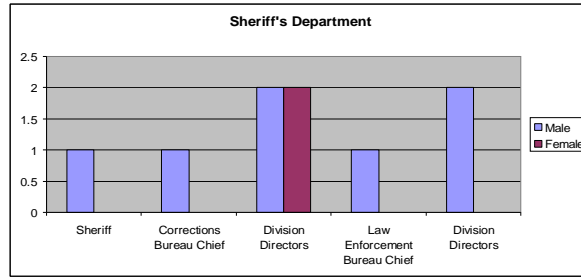
Women and the Law Statistics

➤ Frederick County Courthouse

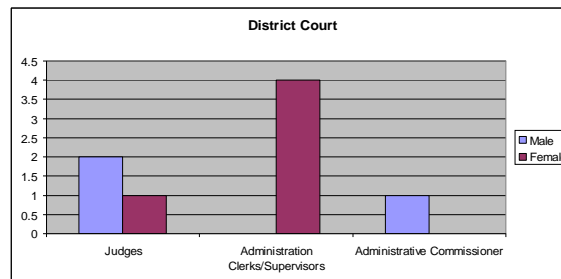
- Women hold a fair number of the high-level **Circuit Court** positions. Of these, the very senior level positions are dominated almost 100% by men.
 - Three of the Circuit Court Judges are men and one is a woman. The Clerk's Office is also majority male.



- The Sheriff's Department, within the Circuit Court is predominantly male.



- Two of the **District Court** Judges are men and one is a woman, while the Administrative offices are mostly female.



- The three **Orphan's Court** judges are men while the **Register of Wills** is a woman.

Sources

www.msa.md.gov/mdmanual; Jan 29, 2009

❖ Women and Health Care

OVERVIEW: Katherine Murray, Director for Women's and Children's Services, Frederick Memorial Healthcare Services (FMH)

Question 1. Are you satisfied with the status of women in your field? Why or why not?

Ms. Murray: I'm in a primarily female nursing profession, and overall I am satisfied with the status of women in my field when it comes to bedside care and clinical roles. When advancement into executive status in health care is considered, it remains a predominantly male world in hospital systems. Gradually, we have begun to see more women in executive roles at a variety of hospitals. For example, at FMH our Chief Nurse is female, and our new CFO is female. Our CEO, Tom Kleinhanzl, was interested in obtaining more diversity on our Board of Directors and in our executive roles; I admire Tom for his commitment to diversity in health care.

Health care has traditionally been a patriarchal system with primarily male physicians and female nurses. In nursing, while there are more male nurses than before, there are still a very small percentage of male nurses and they tend to be attracted to the Emergency Department and the Perioperative Services. There seems to still be a stigma when men enter nursing as a profession; it is difficult to overcome this stereotype in our society.

Some medical schools now receive as many as 50% female applicants, which is a major change from 20-30 years ago. There are many more female physicians in practice than in the past; however female medical students often indicate that they are held to a higher standard and feel that they must not show any weakness. When female physicians are rounding in the hospital many patients and visitors assume they are nurses, which again has to do with our society's cultural stereotype.

Maryland has one of the lowest reimbursement rates for physicians in the nation; as a result it is very hard to recruit physicians to Maryland. Some people speculate that because physicians earn less than they ever did in the past, the lower compensation issue has opened the door for more women. In particular Pediatricians are typically the lowest paid physicians of all the specialties, and this is a field that often draws women to medicine. Pediatricians take care of our smallest citizens who are the future for every country, but are often overlooked when it comes to programmatic funding for pediatrics and reimbursement.

Question 2. What would help more women to advance in the field of health care?

Ms. Murray: Many women go into college programs to become a nurse, which does not yield management aptitude or credibility for advancement in health care. When men pursue health care fields they typically seek out Health Care Administration degrees, which overshadow nurses when it comes to executive positions. Baccalaureate programs that teach the business of health care would help our profession advance. Combined post-graduate programs that have both health care management and nursing would help to advance nurses into executive positions.

Women have a huge challenge when it comes to balancing work and home life; this includes taking time off from work for maternity leave and sick children. While many fathers participate in sick child care, it tends to remain a female responsibility. Many employers discriminate against women of child bearing ages, because they assume she will be out for more unscheduled days than her male counterparts. More affordable child care programs including care for sick children would allow women to be as desirable for employment as men. In general, higher degrees for women would assist women in climbing the ladder in health care; it would help to have funded scholarships for women to encourage and enable the attainment of higher degrees.

Question 3. What would you tell your 20-year-old self getting started in your field?

Ms. Murray: I would tell my 20-year-old self to do the following things:

- Enroll in a Baccalaureate Degree program for nursing rather than an Associate Degree program. While both degrees allow you to sit for your nursing boards, only the BSN prepares you for advancement in the clinical arena and hospital administration.
- To advance in nursing and remain at the bedside, consider working at a hospital that has a clinical ladder, which allows a nurse to receive additional compensation and responsibilities for her clinical aptitude.
- Consider a post graduate clinical degree only if you wish to become a Clinical Educator, Clinical Nurse Specialist, or a Nurse Practitioner.
- Embrace health care financing as an elective course during your Bachelor's program.
- Consider Health Care Administration for your Master's degree if you believe you want to pursue management.
- Don't stop with a Master's degree; get a PhD.

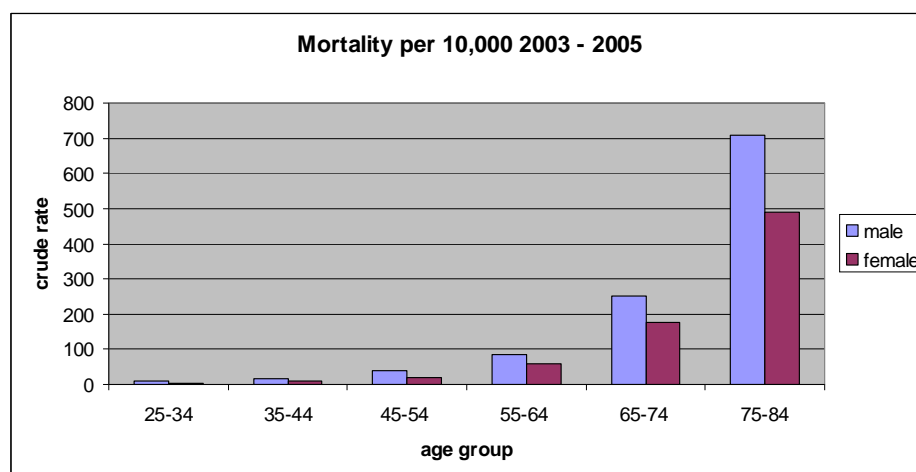
Question 4. What do you see for the future of women in health care?

Ms. Murray: There are many opportunities in health care for women. I'd recommend women get savvy with numbers, as the lack of experience in finance tends to hold many women back from achieving higher administrative positions.

Women and Health Care Statistics

➤ Mortality Rate

- While reliable statistics are not available on the death rate by cause of death, it is clear from the CDC data that Frederick County women under the age of 85 in general have a much lower death rate than men in this category. The following chart shows death rates per 10,000 population for Frederick County 2003 through 2005.



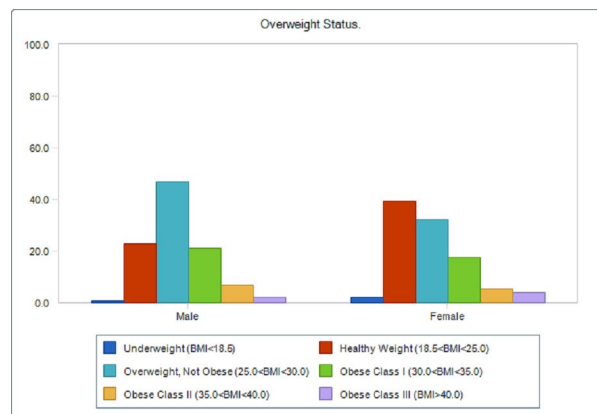
➤ Health issues

- In the 2007 Community Health Self Assessment Survey . . .
 - 32% of women report seeking help for emotional or mental problems compared to 20% of men. 13% of women reported having been diagnosed with major depression while 4% of men reported this diagnosis.
 - 39% of women reported nasal or hay fever allergies while 29% of men reported this condition.
 - 22% of women reported migraine or severe headache while 11% of men reported this condition.
 - 18% of women reported having been diagnosed with asthma while 10% of men reported this diagnosis.

Community Health Self Assessment Survey, con't.

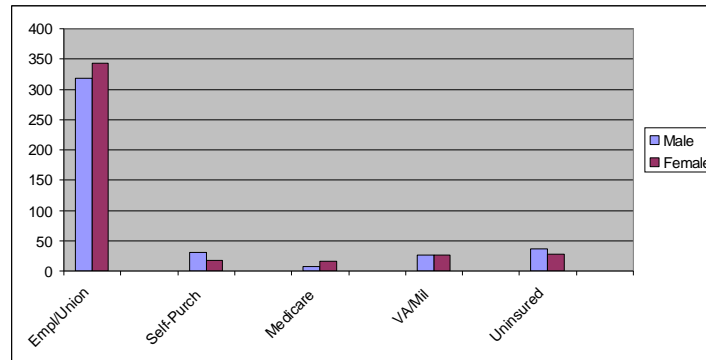
- 35% of women reported high cholesterol as a problem compared to 38% of men.
- 13% of women and 16% of men reported smoking cigarettes daily. 83% of women and 80% of men reported being non-smokers.
- 1% of women respondents reported illegal drug use compared to 3% of the men. 1% of the women reported seeking help for drug or alcohol dependency compared to 4% of the men.
- 34% of women respondents have never had a mammogram while 55% have had one in the last 2 years.
- 2% of women respondents have never had a pap-smear while 81% have had one in the last 2 years.
- 43% of women have never had a test for HIV compared to 54% of men who have not been tested.
- Of women respondents aged 50 and older, 67% have had a sigmoidoscopy/colonoscopy compared to 71% of men in this category.
- 78% of women participated in physical activity for exercise within the last month compared to 84% of men.
- 53% of women reported currently trying to lose weight compared to 46% of men.
- 18% of women report arthritis or Rheumatism as a major health problem compared to 7% of men.
- 11% of women report back or neck pain as a major health problem compared to 32% of men.
- 79% of women reported 1 or more cardiovascular risk factors compared to 90% of men.

The following chart demonstrates the BMI status of the respondents in this survey.



➤ Health Insurance

- As demonstrated by the following chart, women are covered by health insurance through an employer or other benefit source at a higher rate than men.



Sources

Citation: Centers for Disease Control and Prevention, National Center for Health Statistics. Compressed Mortality File 1999-2005. CDC WONDER On-line Database, compiled from Compressed Mortality File 1999-2005 Series 20 No. 2K, 2008. Accessed at <http://wonder.cdc.gov/cmfi-cd10.html> on Jan 29, 2009

Frederick County Community Assessment Survey 2007; prepared by Professional Research Consultants, Inc.; results generated using <https://www.prceasyview.com> Jan. 29, 2009

❖ Women and Politics

OVERVIEW: Sue Hecht, Delegate, District 3A, Frederick County

Question 1. Are you satisfied with the status of women in your field? Why or why not?

Del. Hecht: I am not satisfied with the status of women in the Maryland State Legislature. Although women make-up more than half of the state's population, only 31% or 59 members of the Maryland General Assembly are women. That number is actually declining. In 2006, we had 36% or 69 women members.

I remain the only woman Democrat elected to the state legislature from Frederick or Washington Counties. We have only had two Republican women elected to the legislature in Frederick County, and today I am the only women serving at the state level from the county. Frederick has never had a woman elected to the Maryland Senate.

Also troubling is that currently, Maryland only has one women serving in a constitutionally mandated position — that is State Treasurer Nancy Kopp – who is elected by the legislature. Although we have had a woman Lt. Governor, no woman has been elected as Governor, Comptroller or Attorney General. Currently we do not have any woman elected to a statewide position in Maryland.

On the Federal level, Maryland is fortunate to have Senator Barbara Mikulski, the "Woman Dean of the Senate." She is the first woman elected to the Senate from Maryland. Another historic first was when our state's first minority woman, Donna Edwards, was elected to Congress in 2008.

If we want to be represented by more women—we have to get women to run for office. Women who run are elected at a greater rate than male candidates!

Question 2. What would help women advance in politics?

Del. Hecht: I believe the age of technology is going to make it easier for women to compete in elections. While males historically have easier access to the money needed to run, technology is going to allow election information to more easily reach potential voters.

Society's view of women serving as elected officials is changing. In the 2006 statewide election, a large number of young women ran and won. The Prince Georges Delegation is made up of a substantial number of young mothers who also hold other professional jobs. Even 10 years ago, only women with older children (like me), or single women, ran for office.

Lastly, after we get our female candidates to throw their hats in the ring, we have to work for, donate to and vote for women candidates. The first and only political action committee (PAC) that supported me in my first election was a woman's PAC. And, I had a team of women friends that volunteered throughout my grassroots campaign.

Question 3. What would you tell your 20-year-old self getting started in your field?

Del. Hecht: I would tell myself—what took you so long to run? For years, I trekked to Annapolis advocating with legislators on child abuse, sexual assault and domestic violence issues. After one especially long and frustrating (nine-hour) bill hearing in front of a largely white male legislative committee, I knew I had to work to get women and minorities elected.

I would tell myself—women can run and serve every bit as effectively and successfully as men. We need to believe in our abilities, ask for help, and run!

Question 4. What do you see for the future of women in this field?

Del. Hecht: I am a baby boomer, but I believe I will work to elect a woman President of the United States before I die. Please notice, I did not say I wanted to see a woman elected President—but I would work to elect a woman. Elections are participatory sports!!

While I am thrilled that my grandchildren will grow up thinking that a black President is the norm, I want them to think the same of a woman President.

Hilary Clinton's campaign broke many barriers for woman. I believe we will see more women in leadership at every level of government and business.

Although not all women think the same or vote the same, our perspective needs to be represented in all levels of elected office. We can have a tremendous effect on issues important to our families and our communities. I truly believe our democracy will be stronger when we have more females elected to office.

Statistics on Women and Politics

➤ **Elected Office Holders in Frederick County**

- At the State level there is just one woman out of seven officials.
 - The two State Senators in 2008 from Frederick County are men.
 - In the House of Delegates, there is one woman and five men.
- At the County level there are five Frederick County Commissioners; one is a woman.

Elected Office Holders in Fredrick County, con't.

- At the local town level there are currently 63 elected officials including 15 women - that is about 24% women.
 - In Brunswick, the Mayor is a man and the six-member Council includes two women.
 - Burkittsville bucks the trend. The Mayor is a woman and two of three Council members are women.
 - The Emmitsburg Town Council has two women out of five members.
 - In Frederick City, the Mayor is a man while two of five Aldermen are women.
 - The Burgess in Middletown is a man and one of the five Commissioners is a woman.
 - One of the five Town Council members in Mt. Airy is a woman.
 - The Mayor and four Council members in Myersville are men. One position is vacant. One seat is an appointed replacement for a woman who resigned in 2007.
 - In New Market, the two women Council members who resigned in 2006 were replaced by men. The current Mayor is a man, the current Vice President is a woman and the four council members are men.
 - In the village of Rosemont, two of five Commissioners are women.
 - All five Town Commissioners in Thurmont are men.
 - Of six Walkersville Commissioners, one is a woman.
 - In Woodsboro, the Mayor's position is vacant. The four Commissioners are men.

Sources

State of Maryland website www.msa.md.gov; Jan 29, 2009